



**Stiúrtóir Náisiúnta
Acmhainní Daonna**
Feidhmeannacht na Seirbhísí,
Sláinte Ospidéal Dr. Steevens',
Baile Átha Cliath 8, D08 W2A8.

**National Director
Human Resources**
Health Service Executive,
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29th June 2022

David Cullinane T.D.

PQ 30115/22: To ask the Minister for Health the number of net additional staff employed by the HSE as part of the target of 10,000 additional staff posts funded in Budget 2022, in tabular form; if he will provide a breakdown of the 10,000 funded posts by health area and speciality; the number of additional staff employed to date broken down by health area and speciality and further broken down by *hospital, hospital group and CHO* area and HSE centre; and if he will make a statement on the matter.

Dear Deputy Cullinane,

I refer to your recent parliamentary question in relation to staffing which was forwarded to the Health Services Executive (HSE) by the Department of Health for direct reply.

The Deputy will be interested to note that, employment levels at the end of May 2022, show there were 134,711 WTE (equating to 153,578 personnel) directly employed in the provision of Health & Social Care Services by the HSE and the various Section 38 hospitals & agencies. This figure represents an increase of **2,387 WTE** (+1.8%) year to date, and is net growth in addition to the recruitment required to maintain employment levels when the effect of turnover (including replacement of leavers such as retirements) is considered.

Table 1 Staff Group Dec 2021 - May 2022

Staff Category /Group	WTE Dec 2021	WTE May 2022	WTE change since Dec 2021	No. Dec 2021	No. May 2022	No. change since Dec 2021
Total Health Service	132,323	134,711	+2,387	150,903	153,578	+2,675
Medical & Dental	12,113	12,237	+124	12,975	13,130	+155
Nursing & Midwifery	41,576	42,568	+992	47,375	48,896	+1,521
Health & Social Care	18,999	19,131	+132	21,800	21,865	+65
Management & Administrative	21,583	22,222	+640	23,941	24,508	+567
General Support	10,010	10,099	+88	11,478	11,540	+62
Patient & Client Care	28,042	28,453	+412	33,334	33,639	+305



Staff Category /Group	WTE Dec 2021	WTE May 2022	WTE change since Dec 2021	No. Dec 2021	No. May 2022	No. change since Dec 2021
Total Health Service	132,323	134,711	+2,387	150,903	153,578	+2,675
Medical & Dental	12,113	12,237	+124	12,975	13,130	+155
Consultants	3,608	3,671	+63	3,945	4,013	+68
Registrars	4,104	4,171	+67	4,248	4,302	+54
SHO/ Interns	3,587	3,592	+5	3,654	3,690	+36
Medical/ Dental, other	814	803	-11	1,128	1,125	-3
Nursing & Midwifery	41,576	42,568	+992	47,375	48,896	+1,521
Nurse/ Midwife Manager	8,852	9,063	+211	9,727	9,938	+211
Nurse/ Midwife Specialist & AN/MP	2,481	2,647	+165	2,791	2,955	+164
Staff Nurse/ Staff Midwife	27,850	27,856	+6	31,982	31,872	-110
Public Health Nurse	1,523	1,481	-41	1,835	1,775	-60
Nursing/ Midwifery Student	526	1,200	+673	650	1,986	+1,336
Nursing/ Midwifery other	344	322	-22	390	370	-20
Health & Social Care Professionals	18,999	19,131	+132	21,800	21,865	+65
Therapy Professions	5,947	6,114	+168	6,869	7,023	+154
Health Science/ Diagnostics	4,918	4,919	+1	5,474	5,473	-1
Social Care	3,127	3,084	-44	3,665	3,620	-45
Social Workers	1,296	1,338	+42	1,457	1,504	+47
Psychologists	1,095	1,110	+15	1,236	1,255	+19
Pharmacy	1,292	1,300	+8	1,447	1,452	+5
H&SC, Other	1,324	1,265	-59	1,652	1,538	-114
Management & Administrative	21,583	22,222	+640	23,941	24,508	+567
Management (VIII & above)	2,216	2,353	+137	2,282	2,416	+134
Administrative/ Supervisory (V to VII)	6,705	7,135	+429	7,151	7,582	+431
Clerical (III & IV)	12,661	12,735	+74	14,508	14,510	+2
General Support	10,010	10,099	+88	11,478	11,540	+62
Support	8,813	8,918	+105	10,239	10,321	+82
Maintenance/ Technical	1,197	1,180	-17	1,239	1,219	-20
Patient & Client Care	28,042	28,453	+412	33,334	33,639	+305
Health Care Assistants	19,326	19,574	+247	22,293	22,471	+178
Home Help	3,546	3,628	+82	5,195	5,264	+69
Ambulance Staff	1,936	1,907	-28	1,998	1,968	-30
Care, other	3,234	3,345	+110	3,848	3,936	+88

Table 2 Service Delivery Dec 2021 - May 2022

Service Delivery Area	WTE Dec 2021	WTE May 2022	WTE change since Dec 2021	No. Dec 2021	No. May 2022	No. change since Dec 2021
Total Health Service	132,323	134,711	+2,387	150,903	153,578	+2,675
Acute Services	70,129	71,569	+1,440	78,370	79,949	+1,579
Community Services	56,370	57,175	+805	66,245	67,203	+958
H&WB Corporate & National	5,824	5,967	+143	6,288	6,426	+138

Source: Health Service Personnel Census

Note ¹: Health Sector staffing figures relate to direct employment levels as returned through the Health Service Personnel Census (HSPC) for the public health sector (HSE & Section agencies)



Note²: Figures relating to service levels are expressed as whole-time equivalents (WTE) in order to take account of part-time working

This year's Resourcing Strategy sets out the significant labour market supply challenges/ unpredictable workforce supply and therefore the risk to the overall delivery of the required additional workforce. As outlined in the National Service Plan 2022, the on-going COVID-19 pandemic will also continue to bring uncertainty and complexity to the planning and delivery of services and the workforce in 2022. Consequently, this year's National Service Plan and Resourcing Strategy, are underpinned by the construct of a resourcing delivery range. The minimum point of the range, sets out the minimum resourcing target at +5,500 WTE, upon which the HSE will be monitored against, in addition to a higher stretch target, to allow for 'over performance' with our commitment to maximising our recruitment and retention efforts. This commitment is to ensure that recruitment pipelines and actions for all posts are fully activated and progressing in 2022.

In addition, the recent government decision which had not been made at the time of the approval of the NSP 2022, in regard to the reversal of the Haddington Road Agreement (HRA) effective from 1 July will also have a significant impact, particularly on new service developments, as the backfill for HRA reversal in critical services will take precedence. The reduction in HRA hours is equivalent to 3,800 WTEs. Notwithstanding that not all staff will be replaced or indeed be replaceable, there will be a requirement to replace those staff in critical patient services as a matter of priority to maintain safe patient care. As a consequence, this also brings added challenges to our efforts at resourcing and financial planning for 2022, and particularly in Q3 and Q4.

Total WTE at Dec 2022 is currently projected at 137,823 WTE based on the minimum of the range (+5,500 WTE). The total WTE assumption is based on a reported Dec 2021 WTE of 132,323.

The following table provides the current actuals reported as per the Health Service Personnel Census, allied to the projected profile to the remainder of the year with the current breakdown as available centrally.

Table 3 Resourcing Strategy

Staff Category/ Service Area	Dec 2021	May 2022	Change 2022	Min Target 2022	Max Target 2022
Acute (incl. NAS)	70,129	71,569	+1,440	+1,265	+3,313
Community Services	56,370	57,175	+805	+3,914	+7,339
Corporate & National	5,824	5,967	+143	+320	+715

Staff Category	Dec 2021	May 2022	Change 2022	Min Target 2022	Max Target 2022
Total	132,323	134,711	+2,387	+5,500	+11,368
Medical & Dental	12,113	12,237	+124	+600	+627
Nursing & Midwifery	41,576	42,568	+992	+1,500	+3,609
Health & Social Care Prof	18,999	19,131	+132	+1,500	+3,545
Management & Admin	21,583	22,222	+640	+600	+1,177
General Support	10,010	10,099	+88	+100	+232
Patient & Client Care	28,042	28,453	+412	+1,200	+2,178

Finally, staffing details are available through the Health Services Personnel Census (HSPC), which is the official employment count for the public health sector *and routinely published* [here](#).



I trust that this information is sufficient to meet the Deputy's needs.

Yours sincerely,

A handwritten signature in black ink that reads 'Marie O'Sullivan'.

Marie O'Sullivan
National HR